Leading Well Strategies



STRength in Transitions

Purpose: Use STRength practices throughout some of the most challenging times of your day – transitioning from one thing to the next.

Instructions:

Pick 3-4 transitions from your day and identify one STRength practice you could use during that moment.

Common Transitions to Consider:

- Preparing for the day
- New task
- Mundane task
- Communications
- Managing the stresses of the day
- Going home
- Family time
- Going to sleep

Your STRength in Transitions Plan:

Transition	What usually happens?	STRength Practice	Dimension(s)

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Examples:

Transition	Think STRength Practice	Dimension(s)
Preparing for the day	5 rounds of box breathing before getting out of bed	STATE
New task	Mindfulness meditation for 3-5 minutes before beginning	TRAIT
Mundane task	Practice gratitude before or during (if safe) the mundane work	TRAIT
Communications	Take a 2-minute walk in-between meetings	STATE
Managing stresses	3 deep breaths + open posture before difficult conversation	STATE + RELATE
Going home	Reflect on one good thing from the workday and exhale before you go in the house	STATE + TRAIT
Family time	Future Walk with family: "What's most important to you this week?"	STATE + TRAIT + RELATE
Going to sleep	Journal 3 good things from the day	TRAIT

Leading Well Strategies



Quick Reference: STRength Tools by Dimension

STATE: Your physical state (how your body feels and functions)

Foundational:

- **Sleep:** 7-9 hours nightly
- **Morning Sunlight:** 10-15 minutes outside
- **Exercise/Movement:** Regular physical activity
- **Hydration:** Drink water throughout the day
- **Nutrition:** Fuel your body with quality food

In-the-Moment Regulation:

- **Box Breathing:** 4-4-4-4 (inhale 4, hold 4, exhale 4, hold 4)
- **Physiological Sigh:** Two inhales through nose, long exhale through mouth
- **Posture Reset for Energy:** Stand tall, shoulders back, chest open (30 seconds)
- **Posture Reset for Calm:** Fold over at waist, let chest rest on thighs, neck relax
- **Panoramic Vision:** Soften gaze, widen peripheral vision
- **Nature:** Spend 5-10 minutes outside
- **Movement:** 5-minute walk, air squats, burpees, lunges, or swing arms
- **Cold Water:** Apply to hands/face for 30 seconds to 2 minutes
- **Heat/Cold Therapy:** Use sauna, cold plunge, or cryotherapy
- **Sound:** Listen to calming music, noise "colors", binaural beats, or hum
- **Yoga Nidra:** Follow a guided meditation-like practice

Leading Well Strategies



TRAIT: Your mental and emotional traits (the qualities you're building over time)

- **Gratitude:** Write 3 things you're grateful for (daily)
- **Meditation/Mindfulness:** Practice for 5-10 minutes (apps: Calm, Headspace, Insight Timer)
- **Journaling:** Reflect at end of day: "What went well? What did I learn?"
- **Future-Focused Journaling:** Ask yourself: "What do I want to create tomorrow/this week?"
- **Strengths Work:** Operate from your strengths (CliftonStrengths, VIA Character Strengths, etc.)
- **Therapy/Coaching:** Seek professional support for growth
- **Mood Tracking:** Notice patterns in your emotional state
- **EFT (Tapping):** Use Emotional Freedom Technique for stress relief
- **Self-Hypnosis:** Follow a guided practice for calm and focus
- **Mantra Practice:** Repeat affirming phrases

RELATE: How you relate to others and the world (your connection to purpose, others, and something larger)

- **Purpose:** Remind yourself why your work matters
- **Meaning:** Think about how you can bring meaning to the task
- **Mantra:** Repeat your personal anchor phrase before difficult moments
- **Values:** When starting a new task or at a crossroads, ask: "Does this align with what matters most to me?"
- **Relationships:** Take weekly Future Walk check-ins with key people
- **Psychological Safety:** Before team meetings, ask yourself how you can create space for people to speak up
- **Communications:** Pause before responding, especially when you're tired
- **Emotional Intelligence:** Name your emotion before acting: "I feel ___."